

# MAPLEWOOD PUBLIC SAFETY ANNUAL REPORT 2022



MAPLEWOOD, MINNESOTA

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**Brian Bierdeman**  
Public Safety Director

# Director's Report

Maplewood's Public Safety Department heads into 2023 on a solid foundation to serve the community. Police are in the process of adding and collaborating on specialty units that will enhance traffic safety and curb violent crime. The Fire/EMS Department moved into a state-of-the-art station that will serve as its new headquarters and is better positioned for more efficient emergency response.

One aspect I'm most proud of from 2022 was our ability to transition our hiring and retention process quickly. In both the police and fire/EMS departments, we've added nearly 20 new employees that represent people from diverse backgrounds and cultures with unique talents to serve our community. Some bring experience from long careers in law enforcement, while others bring social work and community outreach backgrounds.

Across the United States, police departments are confronting a recruitment crisis that can be attributed to a tight labor market, smaller applicant pools, as well as the psychological toll, professional risks and job-related stress can bring. We quickly adapted and transformed our hiring process. It's resulted in great success filling vacancies left by retiring officers. Our team built a strong retention and succession process, which provides people with opportunities to work to their strengths, promotes a family-first atmosphere, and cultivates strong city council, staff, and community support. We have hired highly qualified and impressive officers who possess the most important qualification that I look for: they are "good people." Our officers promote our culture and department and have become our greatest recruiting tool.

This year, police and Fire/EMS staff attended or hosted more than 100 community gatherings and volunteered over 2,000 hours of staff time, up 44% from the previous year, connecting with thousands of people. We hosted bar-be-ques, greeted students on the first day of school, collected and delivered holiday presents, participated in Big Brothers Big Sisters, held winter clothing and blanket drives, donated and collected over 180 gifts for children and seniors for our holiday angel tree, and worked proactively to keep people informed and educated on safety issues.



I want to thank the more than 45 partner organizations that assisted with this outreach and the thousands of community members for coming out to say hello. This outreach helps us get to know our community's needs and helps us build critical connections. Our multicultural advisory committee (MAC), a group of residents that serve as a liaison between the community and us, has also helped inform and facilitate our outreach approach.

We added a second social worker embedded within public safety to assist with the mental health outreach team, a police and community paramedic collaboration to ensure people suffering from a mental health crisis connect with needed resources. This effort has helped cut repeated 911 calls and stabilized families.

Being a first responder has always been a dangerous profession, but factors over the last several years have made the work exponentially more difficult. It's increased the need to hire people with a unique mix of intelligence, empathy, bravery, and integrity. I want to thank the men and women who come to work every day prepared and ready to serve our community. I want to thank the community for their ongoing support, guidance, and encouragement.

## **New North Station improves operations, features long-term health and safety amenities**

By Mike Mondor, Chief of Maplewood Fire/EMS

Last summer, the Maplewood Fire/EMS Department opened a modern seven-bay station for up to 11 Firefighter/paramedics per shift. The station also houses the Fire Department administration.

It replaces a 40-year old facility that was built for a different era of fire protection and emergency medicine and the central station on Clarence Street. This consolidation will lead to more efficient and cost-effective operations, and serve the city well into the future.

Over the last six years, the city has taken several steps to improve and modernize our approach to public safety.

The new station has a number of upgrades, including:

- Better sequestration of the fire apparatus and living quarters, cutting the exposure to carbon pollution from trucks.
- Improved equipment to clean cancer-causing soot and carcinogens off bunker gear.
- A firefighter decontamination area to allow firefighters to shower immediately after fire incidents.

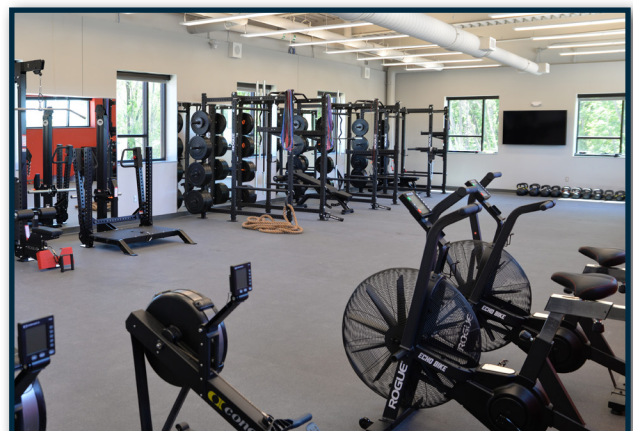
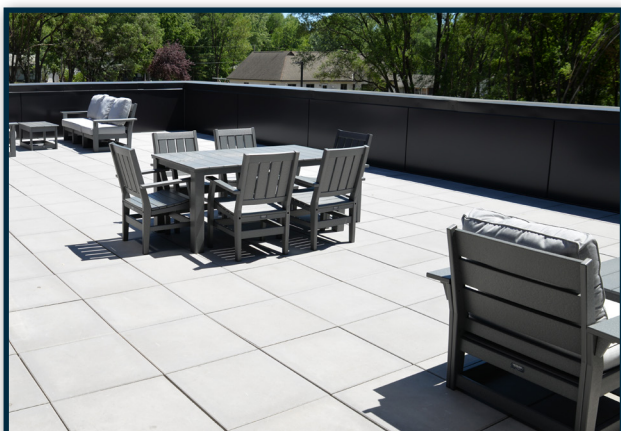
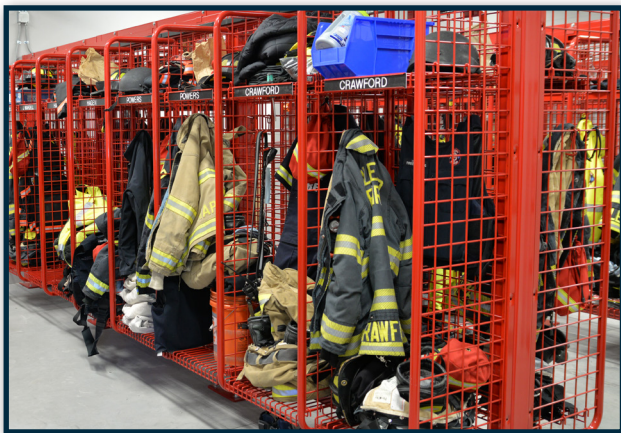


**Michael Mondor**  
**Chief of Maplewood**  
**Fire/EMS**

- A state-of-the-art workout facility to improve firefighters' access to physical fitness needs
- A roof-top deck and more suitable living conditions for 24-hour shifts.
- A large community room to host public meetings and educational events.

On behalf of our staff, we like to thank city council, who were proactive in supporting and rallying the community, our administration and financial team for securing a fiscally sustainable project, and of course our community for their support and guidance.

### North Fire Station photos



# Hiring

Nationwide public safety colleagues faced hiring headwinds. A tighter labor market, smaller applicant pools and the physical and psychological toll the job takes on people all combined. We had to get more creative and proactive about hiring and retaining talented people. Leaning on our ability to provide applicants with opportunities to work to their strengths, promote a family-first atmosphere, and cultivate strong city council, staff, and community support, we met our 2022 recruiting and hiring goals.

This diverse group brings a variety of personal and professional backgrounds and skillsets that match our community's needs.



Adam Suedkamp  
Police Officer



Jamie Green  
Police Officer



James Quirk  
Police Officer



Jonathan Givand  
Police Officer



Olaf Mark  
Police Officer



Scott Rethwill  
Police Officer



Steven Clayton  
Police Officer



Thang Yang  
Police Officer



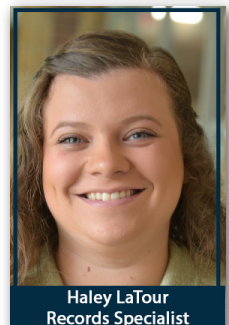
Peter Xiong  
Pathways Candidate  
Police Trainee



Jacob Kaden  
Community Service Officer



Mario Morales  
Community Service Officer



Haley LaTour  
Records Specialist

## Police Retirements

These three officers had a combined 75 years of experience



Julie Olson  
Retired



Lonni Bakke  
Retired



Stan Belde  
Retired

## Fire/EMS Department

Moving into the new north station was one of many steps in transitioning and modernizing our service. It also included bolstering our command staff so that there's a Captain at both stations 24-hours daily. We brought our fire inspection and investigations unit in house by adding a fire marshal position. All were completed by training current firefighter/medics and promoting within.



Jerry Novak  
Fire Marshal



Brad McGee  
Fire Captain/Medic



Jordan Wardell  
Fire Captain/Medic

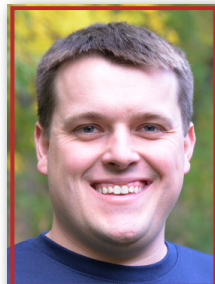


Mike Maleski  
Fire Captain/Medic

We also welcomed a new assistant fire chief who brings decades of experience at several departments across the area. The department also backfilled three firefighters and admin assistant during 2022.



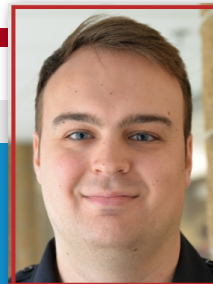
Ryan Schroeder  
Assistant Fire Chief



Grady Nelson  
Firefighter/EMT



Michael Skara  
Firefighter/Paramedic



Tanner Cook  
Firefighter/Paramedic



Kayla Spande  
Admin Assistant

## Building a diverse bench of professionals for a changing community



Ryan Hang grew up wanting to be a firefighter. However, by the time he arrived at the University of Minnesota, he was on track to be a doctor.

Damari Wilson graduated from Minnesota State Mankato with a psychology degree.



But careers with more frontline, hands-on public service had always been their passion, which attracted them to apply for Maplewood Fire/EMS's Cadet Program.

This grow-our-own strategy is meant to attract hardworking, highly motivated people, generally from backgrounds underrepresented in the fire service. Cadets gain on-the-job experience while attaining formal training in firefighting and advance emergency medical response.

"The [cadet] program has been an excellent opportunity for me to jumpstart a career," says Hang, who's been a cadet for a year. "While going to school, I've gained valuable field experience responding to emergency calls with mentors."

"I had no public safety background," says Wilson, also in the program about a year. "I've gained confidence in my emergency response skills because the experienced people around me have been extremely helpful sharing their knowhow and expertise."

In addition to attracting people from diverse backgrounds, Maplewood Fire/EMS realized it needed to innovate to be more competitive in a shrinking pool of quality candidates.

"About a decade ago, open firefighter-medic positions were rare. With each job post, came an abundance of highly qualified applicants," says Captain-Paramedic Brad Davison. "Today, those stats are flipped."

Damari and Ryan say the program has helped them advance other skills, including being more effective communicators, taking on additional responsibilities, being better team players, and getting more active in the community.

"Watching our firefighters' practice our motto 'service before self', has inspired me to ensure I'm always giving a helping hand when needed," says Damari. "I volunteer at my mother's daycare facility, reading superhero books and coloring with the kids."



**Community Engagement  
Touch a Truck event**

Damari and Ryan are the third set of cadets that have gone through the program, helping the department build a fuller bench when fulltime fire-medical positions open. While, the department strives to have all cadets eventually spend their careers in Maplewood, its true value is helping expand the pool of qualified applicants for the profession as a whole.

"This opportunity to see what the profession is all about allows people that bring unique perspectives and life experiences in that may not have joined the Fire/EMS world otherwise," says Captain Davison.



National Night Out

## Mental Health Outreach Team

Maplewood Public Safety continued to have two dedicated social workers embedded with public safety. Ramsey County has now also placed embedded social workers in Roseville and St. Paul. Maplewood-embedded social workers continue to provide co-response with police officers and conduct follow-up on all cases where mental health is a primary issue. In 2022, Maplewood police officers responded to 1,111 calls caused primarily by mental health. Of those cases, officers responded to 540 calls for a person in crisis and 32 calls for suicides in progress (these numbers do not include the number of completed suicides). The embedded social worker program continues to add immense resources for our community and emergency responders. The embedded social worker program's successful implementation is rooted in Public Safety's long-standing commitment to serving all community members and preventing tragedies.



**1,111** - MENTAL HEALTH CALLS

**540** - PERSON IN CRISIS CALLS

**32** - SUICIDE IN PROGRESS

# A strong voice for the community

By Barbie Johnson, MAC Member

Going into its third year, the Multicultural Advisory Committee (MAC) remains a valuable community voice in police hiring, community outreach, policy formation and strategic planning.

In 2022, the resident group participated in discussions involving “no-knock” search warrants, traffic stop data and other critical public safety issues.

They have played an important role welcoming new officers, ask about their field training and helping them make community connections.

Our MAC members are important liaisons at outreach events, including the Summer Grill Outs at multifamily housing communities, Celebrate Summer, National Night Out, Trunk or Treat, the Santa Parade, and other events, such as the Hmong American Alliance Church New Year Celebration.

MAC members are honored to partner with the Maplewood Police Department. We look forward to continuing to be the diverse voices of the community, ensuring transparency from the department, supporting and helping to build trust, communication, and partnerships in Maplewood.



# Investing in top technology to keep Maplewood a heart safe community

Maplewood Fire/EMS consistently evaluates and implements industry best practices and leading-edge technology to improve patient outcomes.

## Elegard

This year, the department began using a device that elevates the head to mitigate brain trauma cause by CPR.

Conventional CPR with the patient lying flat can result in brain trauma from the force of blood moving around the body, according to studies. Research suggests each compression is like the patient taking a head-to-head hit in football. With heads-up CPR (by Elegard) and ventilations you can provide nearly the same circulation and ventilation as the normal body. The research suggests a potentially four-time greater chance of resuscitating patients with limited deficits.



## Ultrasound

We also deployed a Point of Care Ultrasound to be used in the first minutes at the home or in the ambulance.

In cardiac arrest, it can be difficult to feel pulses from a weak heart. The ultrasound evaluates heart movement and can help determine what further care is needed.

In cases where air is escaping the lungs, it's difficult to confirm without the ultrasound. Identifying this issue before arriving at the hospital allows us to start decompressions, which evacuates air from the chest and helps stabilize the patient.

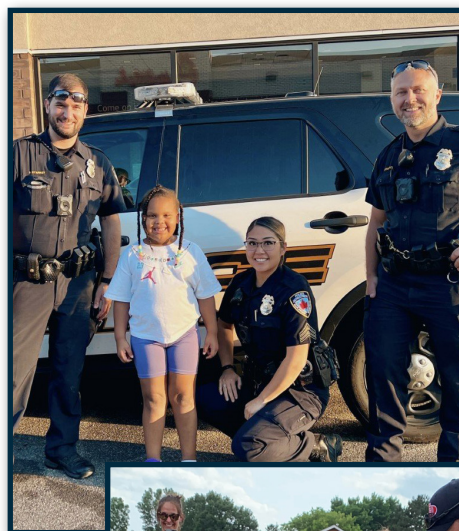


## Police Deploy Star Chase for safer pursuit alternatives

Star Chase technology allows officers to deploy a small, hockey puck like device that attaches to vehicles. Our officers can keep tracking via GPS and more safely apprehend suspects without the need to engage in high speed pursuits. Maplewood is one of three agencies in the state participating in a Minnesota Department of Commerce anti-vehicle theft pilot program. A grant covered the cost for four squads to be outfitted.



## Committment to Excellence



Service  
Before  
Self

# Awards

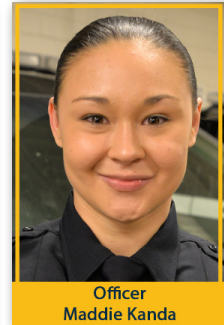
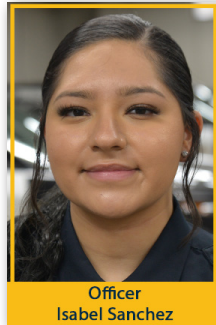
Several members of the Police Department were recognized in 2022 for going above and beyond. These cases include outstanding detective work, effective de-escalation strategies and teamwork that saved lives.

For his work meticulously tracking down a suspect wanted in an armed robbery and his outstanding investigative skills that led to the suspect admitting to several crimes, Detective Jason Marino was awarded with a medal of Commendation.

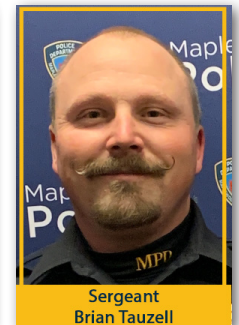
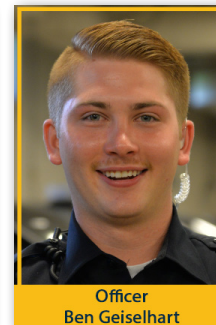
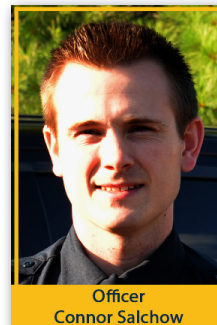
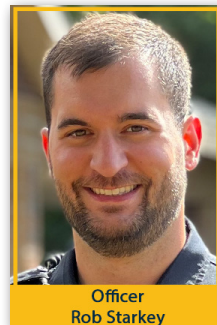


For his work in building a rapport and de-escalating an attempted suicide Officer Winston Kim was given a Letter of Recognition.

For remaining calm and providing emergency medical aid under an extremely fluid and chaotic conditions after a shooting and double stabbing, the following officers were given Letters of Recognition. During the incident Officer Maddie Kanda's work earned her a Lifesaving Award.



For teamwork that led to a life saved, the following officers were given a Letter of Recognition.



# Training

Keeping our firefighter/medics and EMTs safe and well is a priority. This year, Maplewood fire/EMS achieved MnFIRE Aware Gold certification, the training organization's highest status. Every member of our department attended an in-depth training on three major threats facing firefighters today -- occupational cancer, cardiovascular health, and emotional wellness. In addition to the training, the design of both our stations compliments these efforts.

Other training in 2022 included joint exercises with White Bear Lake Fire and Roseville Fire. Some staff participated in active shooter training with Roseville PD and fire.

With more electric vehicles on the road come new training techniques in extinguishing ion battery fires, including attacking the blaze from under the car instead of the top and stabilizing the battery before moving the vehicle. This provided valuable guidance allowing our firefighters to adapt to this emerging technology.



# Department Stats



## POLICE DEPARTMENT

INCIDENTS  
**31,473**

MENTAL ILLNESS AS  
PRIMARY FACTOR IN CALL  
**1,111 (3.5%)**

USE OF FORCE  
0 INVOLVED LETHAL FORCE  
**13 (.04%)**

OFFENSE	2022	2021	2020
ROBBERY	46	37	43
AGGRAVATED ASSAULT	79	84	72
BURGLARY	209	283	301
LARCENY	624	575	624
THEFT FROM AUTO	792	1061	844
MOTOR VEHICLE THEFT	328	258	260
ARSON	4	13	9
FRAUD	221	273	280
CRIMINAL DAMAGE	878	1054	871
RAPE	34	19	26
NARCOTICS	136	130	135
MURDER	2	1	2



## FIRE DEPARTMENT

INCIDENTS  
**7,570**



CALLS FOR SERVICE	2022	2021	2020
CARDIAC ARREST	37	43	48
MENTAL HEALTH	201	183	174
LIFT ASSISTS	415	395	453



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